



## **Don't Ask, Don't Tell Repeal (DADT)**

On 22 December 2010, The President signed into law legislation that set conditions for the repeal of Title 10, United States Code, Section 654, otherwise known as the Don't Ask, Don't Tell (DADT) Policy. It is important to remind all of our Soldiers that repeal will not take effect until 60 days after the President, Secretary of Defense and Chairman of the Joint Chiefs certify that implementation of the new policies and regulations written by the Department is consistent with the standards of military readiness, military effectiveness, unit cohesion, and recruiting and retention of the Armed Forces. The Secretary of Defense has pledged that implementation planning would be a deliberate process involving full consultation with the Services and Combatant Commanders. We are confident that will be the case. In the interim, stay focused on your mission. Continue to treat fellow Soldiers with honor, dignity and respect, and maintain the standards of conduct and discipline that have made us who we are today--the best Army in the world. That same discipline requires that our role is now to support and defend the law of the land. Guide your public comments accordingly.

### **Policy Guidance for Equal Opportunity:**

All Soldiers regardless of sexual orientation, are entitled to an environment free from personal, social, or institutional barriers that prevent Soldiers from rising to the highest level of responsibility possible. However, harassment or abuse based on sexual orientation is unacceptable and will be dealt with through command or inspector general channels. Sexual orientation will not be placed alongside race, color, religion, sex and national origin as a class under the Military Equal Opportunity (MEO) program and therefore discrimination claims will not be dealt with through the complaint process.

### **Keys to Implementation:**

- **Leadership:** This is a major policy change and focused leadership can help ensure a positive impact on unit cohesion, readiness and the effectiveness of a given unit. Front line leaders are tasked with building unit cohesion and maintaining readiness in a diverse force to meet the mission requirements. By providing our leaders at all levels with accurate information, we enhance our ability to ensure a smooth policy transition.
- **Discipline:** The UCMJ remains our legal foundation of good order and discipline; and provides for enforcement of standards of conduct and laws, and prohibits harassment, sexual harassment and other violence. Leadership and accountability is a cornerstone of the EO Program and of good order and discipline. This standard will continue to guide the Total Army of acceptable behavior.
- **Army Values:** - Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage (LDRSHIP) - are our baseline, our foundation, our core. They define who we are, what we do, and what we stand for.
- **Warrior Ethos:** I will always place the mission first, I will never accept defeat, I will never quit, I will never leave a fallen comrade.

***Lead By Example - ARMY STRONG!***